

LIFE INSURANCE PLANS

For the financial protection of your family, the State offers a variety of life insurance plans:

- **Basic Life:** *Automatic* for all eligible employees, their spouses, and their unmarried dependent children, age 10 days to 25 years. The plan includes an Accidental Death & Dismemberment (AD&D) provision for employees only;
- **Supplemental Life:** *Optional plan* available to all eligible employees; and
- **State Police Optional Life:** *Optional plan* for all eligible police officer members of the Idaho State Police.

For details about the plans, see the Principal Life Insurance Company contract online at: adm.idaho.gov/insurance/contracts.htm.

HOW BASIC LIFE WORKS

If you die while insured, the plan will pay your full coverage amount to your beneficiary. (Benefits are reduced for employees age seventy [70] and older). As follows, coverage depends on your employee classification. Enrollment is automatic; however, you will need to designate a beneficiary. See your Human Resources or payroll office for details.

| Employee Class | Employee Basic Life Benefit | Dependent Life Benefit |
|--|--|---|
| Class A – Certified Officials in active status who are elected Members of Legislature | \$20,000 | Spouse - \$2,000 Dependent children - \$1,000 each |
| Class B – Certified Officials not in Class A and all Employees in active status other than Class C employees; and Class C – Police officer members of the Idaho State Police as defined in Section 59-1303(3) of the Idaho Code | 100% of annual salary (does not include overtime pay or bonuses). Minimum benefit: \$20,000 | Spouse - \$2,000 Dependent children - \$1,000 each |

To determine the benefit, annual salary (does not include overtime pay or bonuses) is rounded up to the next \$1,000 unless already a multiple of \$1,000. For example, if your annual salary is:

- \$34,000 per year, coverage would be \$34,000; or
- \$37,500 per year, coverage would be \$38,000.

Terminally ill employees under age seventy (70) may apply for an *accelerated benefit*. Under this benefit, they may receive up to fifty percent (50%) of their Basic Life benefit amount while still living. The minimum benefit is \$10,000, the maximum \$100,000. The amount paid to beneficiaries will be reduced by the amount paid out as an accelerated benefit, plus any associated interest charges.